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DD/S REGISTRY 64-1149

Approved For Release 2002/08/15 : CIA-RDP84-00780R000500090005-5

2 MAR 1964

MEMORANDUM FOR: Deputy Director of Central Intelligence

SUBJECT : Recruitment of Young Officers

REFERENCE : Memo fr DD/S to DDCI dtd 13 Jan 64, same subject

1. This memorandum submits recommendations for your approval. Such recommendations are contained in paragraph 6. It also reports the views of the Deputy Directors concerning the Junior Officer Trainees recruitment objectives proposed in the reference and its accompanying staff study (Tab A) and summarizes plans and requirements of the Support Offices to implement these proposals.

2. Reference proposed that effective 1 July 1964 the annual recruitment objectives for the JOT Program be increased from 150 to 225, to meet yearly requirements of the Directorates as shown:

DD/S&T	- - - - -	10
DD/I	- - - - -	55
DD/P	- - - - -	90
DD/S	- - - - -	65
Allowance for Attrition	- - - - -	5
TOTAL		225

3. Comments from the Deputy Directors regarding the new JOT recruitment objectives are attached at Tabs B, C, and D. They may be summarized as follows:

a. DD/S&T - agreed generally with proposals and confirmed yearly requirements of 10 JOT's. Asked for DD/S&T voice in selection procedures, and suggested the Agency's scientific intelligence mission be given proper coverage in the training program. (Tab B)

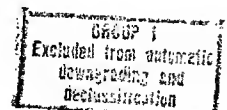
b. DD/I - endorsed proposals and confirmed yearly requirement for 55 JOT's. Favored early decision on JOT assignments, participation by receiving offices in their selection, and a review and possible shortening of the formal training program for JOT's earmarked for DD/I. (Tab C)

c. DD/P - restricted comments to JOT recruitment objectives, thus reserving views on other matters covered in the basic staff study. Confirmed annual requirement for 90 JOT's but noted inability to accept this number in FY'65 because of present ceiling limitations. To resolve this problem, DD/P proposed that 85 of its present members be selected as internal JOT's during FY'65 (and earmarked for subsequent return to DD/P). This move would take enough pressure off its ceiling to enable DD/P to accept its full quota of 90 JOT graduates in FY'65. Thereafter, DD/P expects its ceiling problem will have been resolved by attrition and the JOT Program can resume normal methods of selecting trainees. (Tab D)

d. DD/S - as stated in reference, I endorse the proposals, including the initial yearly requirement of 65 JOT's for the DD/S.

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4. The Support Offices concerned with the JOT Program have reported their plans and requirements for implementing the recruitment objective of 225 trainees per year. Briefly, the reports show that:

a. The Offices of Personnel and Security, and the Medical Staff, can implement the new proposals without any increase in authorized staff or significant change in present operating procedures.

b. The Office of Training, however, must make a number of adjustments (Tab E). The present JOT ceiling is 215. Within this, OTR selects each year, from external and internal CIA sources, 150 trainees who are formed into classes of approximately 75 each that begin formal training in January and July. JOT's remain in the Program an average of about 18 months.

To implement the new proposals, OTR is prepared to: (1) modify its JOT selection procedures and training program to accommodate the DD/S&T and DD/I suggestions noted in paragraph 3 above, and (2) to form two new classes of 35 + 40 trainees each year in October and April to handle the 75 additional JOT's that will be brought into the expanded Program. OTR has the physical facilities to handle such an expansion, but to do so will require both ceiling and budgetary increases as shown:

	<u>FY'65</u>	<u>FY'66</u>
<u>JOT Ceiling</u>	Increase from 215 to 290	Increase to 315
<u>OTR Ceiling</u>	Add 10 staff positions	No further change
<u>Budget Increases</u>		
Added JOT salaries	\$525,000	\$720,000
Added staff & other costs	150,000	150,000
	<u>\$675,000</u>	<u>\$870,000</u>

5. A special problem is presented in DD/P's proposal that 85 of its members become "internal JOT's" during FY'65 to make room so it can accept a full quota of 90 JOT "graduates" that year. I certainly share DD/P's desire to avoid any temporary stoppage or reduction in the number of JOT's flowing into his Directorate. We cannot afford to have that happen. And I strongly support the view that qualified applicants from DD/P, or any other component, ought to have access to the JOT Program through internal selection. Even so, it seems questionable whether 85 "internal" candidates can be selected from one Directorate in a single year without doing violence to our selection standards and to the JOT Program itself. I believe the right course of action in FY'65 is to: (a) accept as JOT's whatever number of properly qualified internal candidates DD/P can supply, (b) add enough recruits from other sources to raise to 90 the total number of JOT's selected for assignment to DD/P, then (c) to the extent that DD/P supplies fewer than 85 internal JOT's, allow DD/P an extension of time beyond 30 June 1965 (if this actually becomes necessary) in which to bring its on-duty strength in line with ceiling.

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6. To meet an annual recruitment objective of 225 Junior Officer Trainees, as described in Tab A and as endorsed by the Deputy Directors, I recommend that you approve:

a. an increase in ceiling authorizations for the JOT Program from 215 to 290 effective 1 July 1964, and then to 315 effective 1 July 1965,

b. an increase of 10 staff positions for the Office of Training effective 1 July 1964, and increase in the OTR budget of \$675,000 in FY'65 and \$870,000 in FY'66 as outlined in para 4 b above; and

c. an agreement to extend beyond 30 June 1965, if actually required for the purpose stated in para 5 b above, the time in which DS/P must bring its on-duty personnel strength in line with approved ceiling.

Signed

L. K. White
Deputy Director
for Support

Attachments: A/S

The recommendations in paragraph 6 are approved.

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*Mr Kirkpatrick sent Original & 1 to SIBPAM.
EX will send Personnel -
a copy

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